



HUMAN RIGHTS POLICY

www.kingfisher.com/HumanRightsPolicy



castorama



SCREWFIX



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Approved by:	Group Executive members: Chief Customer Officer (Pierre Woreczek) and Chief Offer and Supply Chain Officer (Arja Taaveniku)

Human Rights Policy

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Policy Vision

We are committed to respect and uphold the human rights (basic rights and freedoms) of every individual affected by our business activities including our customers, employees, workers in our supply chain, and local communities.

We aim to ensure our approach to human rights is in line with international agreements and guidelines including the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights (which includes the Universal Declaration of Human Rights), the UN Global Compact, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, the Children's Rights and Business Principles and UN conventions on the elimination of discrimination.

The Policy

We will respect human rights and will implement due diligence to avoid infringing on the rights of others including:

- regularly review modern slavery and human rights risks associated with our business, including new business acquisitions and existing operations.
- implement controls to mitigate risks, including supply chain risks (see our Ethical Sourcing Policy for our approach to ethical sourcing).
- promote respect for human rights in our Code of Conduct, Supply Chain Workplace Standards, and other company policies where relevant.
- provide a confidential whistleblowing service to enable anyone to report to us any concerns about human rights abuses.
- fully investigate any alleged breaches of human rights.
- promote access to remedy for any victims of human rights abuses connected to our operations.

Related documents:

- Ethical Sourcing and Supply Chain Ethical and Environmental Assurance (SWEEA) Policy
www.kingfisher.com/EthicalSourcingPolicy
- Code of Conduct
www.kingfisher.com/CodeofConduct
- Supply Chain Workplace Standards
www.kingfisher.com/SCWorkplaceStandards